NHSScotland Workforce

USER GUIDE FOR NHSSCOTLAND CAMHS DASHBOARDS

Contents

Introduction

NHSScotland CAMHS Workforce Official Statistics data are released as Dashboards and Excel tables, quarterly. This user guide aims to aid in the exploration of the following dashboards:

- Staff in Post

- Grade

- Contract Type

- Contract Term

- Gender

- Target age

- Area of work

- Vacancies

- Staff in Training

- Employee Turnover

Section 1 explains interaction with data including filters and how to download data.

Section 2 explains the data guidance on each dashboard and data included.

Section 3 includes contact details for any further help required to explore the dashboards.

1. Navigating Dashboards

The dashboards are arranged as thirteen tabs focussing on each data theme. The different tabs can be navigated by clicking on each tab at the bottom row. For eg. In the snapshot below, the current tab 'Introduction' is activated which shows the first tab on the dashboard.
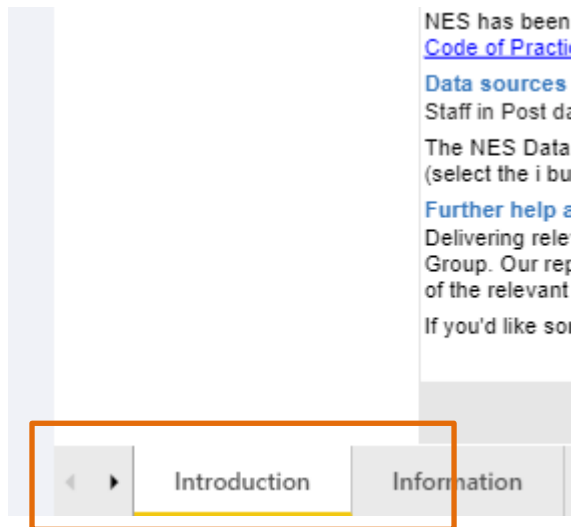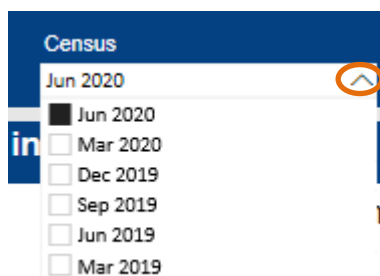

1.1 Filters

In each tab, filters can be selected to drill down data to a specific level. Filters are specific to dashboards and can be selected by clicking on the filter drop down and the required level.

In the snap shot below, there are four filters which are highlighted: Census, Board, Professional Group and Headcount/ Whole Time Equivalent.

For the filter 'Census', click on the filter triangle and Mar 2020 is selected as default. The required census date can be selected by scrolling down and clicking on the census date.

Filters can be selected for single or multiple entries to aid in comparison between multiple data points.
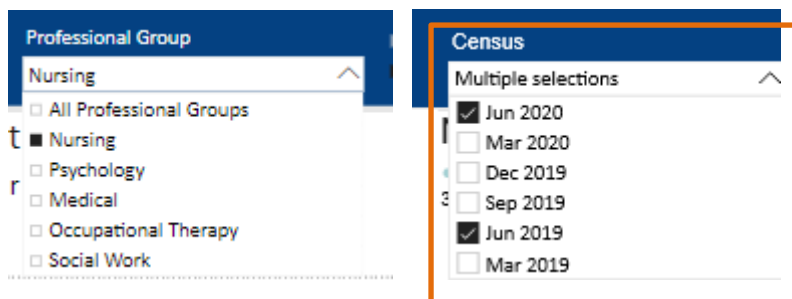
Each filter is relevant to each tab and does not affect other tabs.

1.2 Navigating each chart

The data for each data point can be obtained by hovering over the required data point
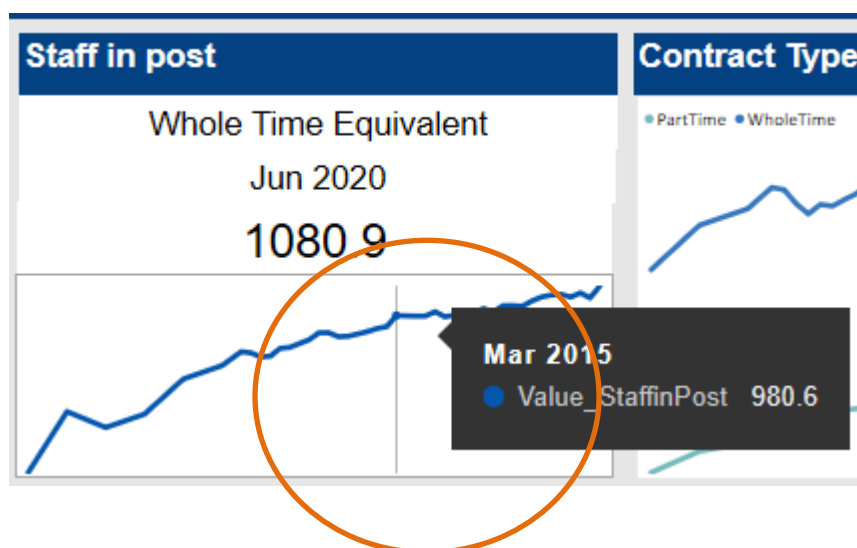
2. Tabs

CAMHS dashboard has thirteen tabs:

1. Introduction
2. Information
3. Key Points
4. Staff in Post
5. Staff in Post (HealthBoards)
6. Grade
7. Contract Type
8. Contract Term
9. Gender
10. Target Age
11. Area of Work

The various terms used in the tabs are available in the glossary.

2.1 Introduction

Includes a brief description of the services, Official Statistics and any key changes for the current quarter census.

2.2 Information

Describes further key information about CAMHS and Professional group and any other relevant background information.

2.3 Key Points

Gives an overview of the current census data key points. Filters are included that can navigate data for some sub-level charts.
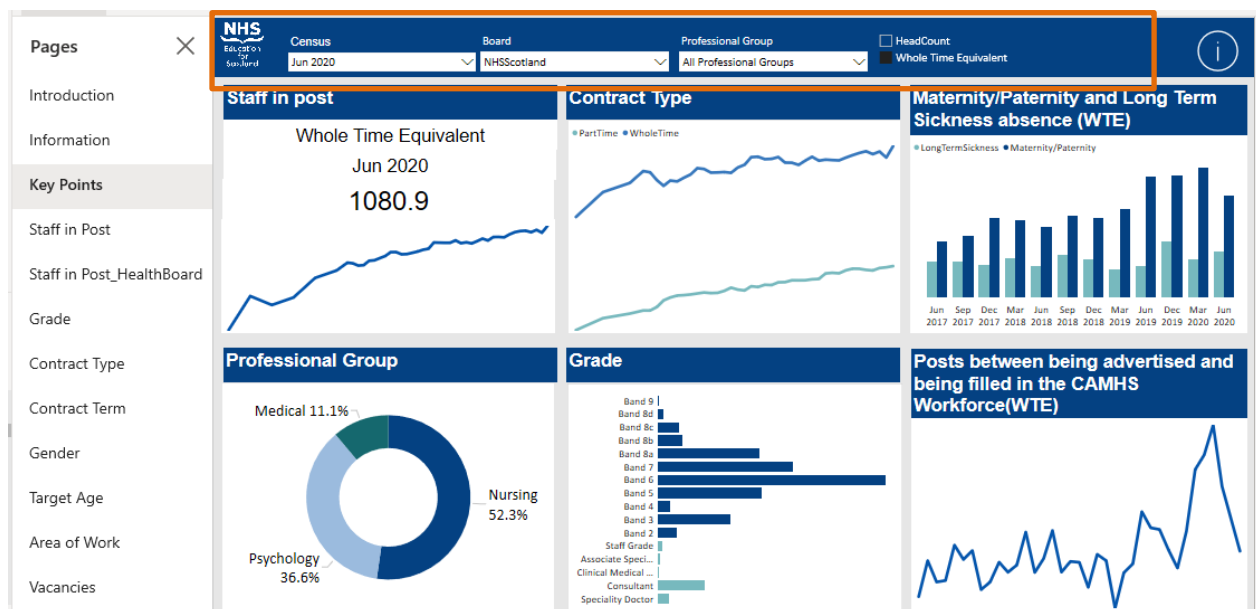
2.4 Staff in Post

Shows the trend of staff in post over the previous years. Filters are provided to navigate data to NHS Boards, Professional Groups and as Head Count or Whole Time Equivalent. The panel below the chart

shows the percentage change of workforce to current census. Footnotes relevant to current census are also provided below the panel. Hoovering over the chart will provide data for the relevant census year.
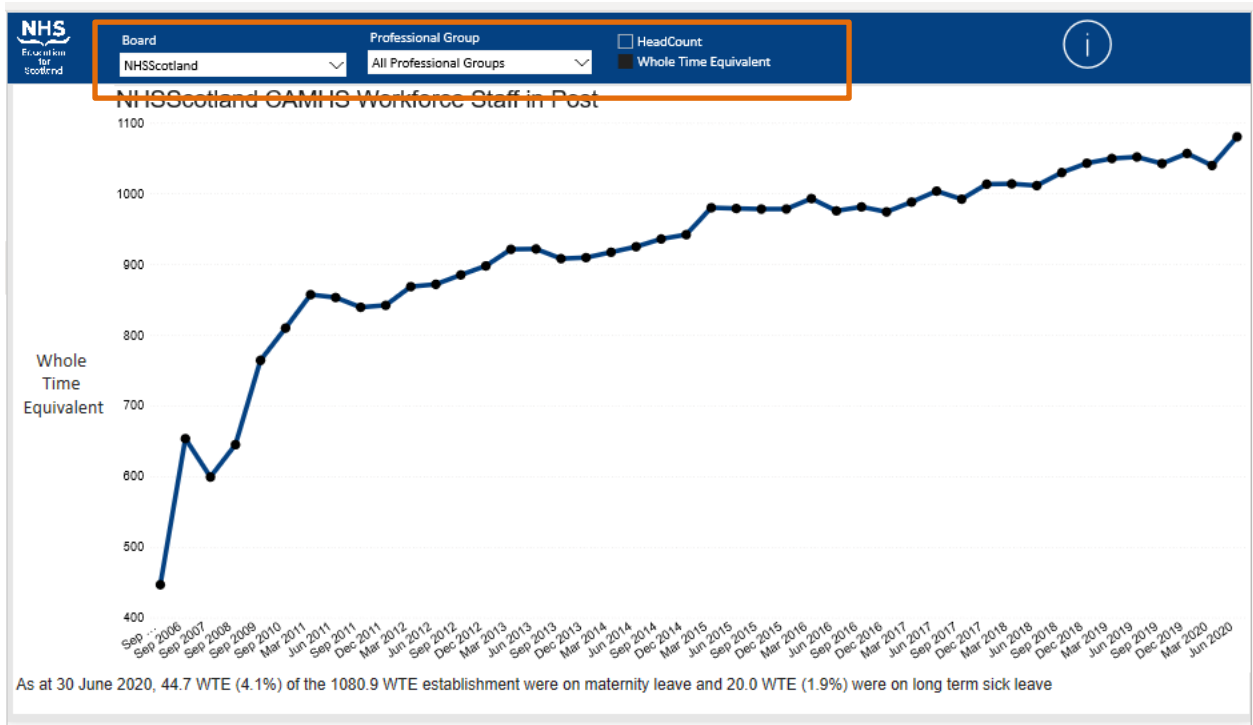

2.5 Staff in Post (Health Board)

Shows the staff in post of NHScotland CAMHS workforce of current census in comparision with previous years by Health Boards and per 100,000 of the child and adolescent population (0-18 year old). The Census filter can be changed to different census dates. Footnotes for the current quarter are provided at the bottom panel.
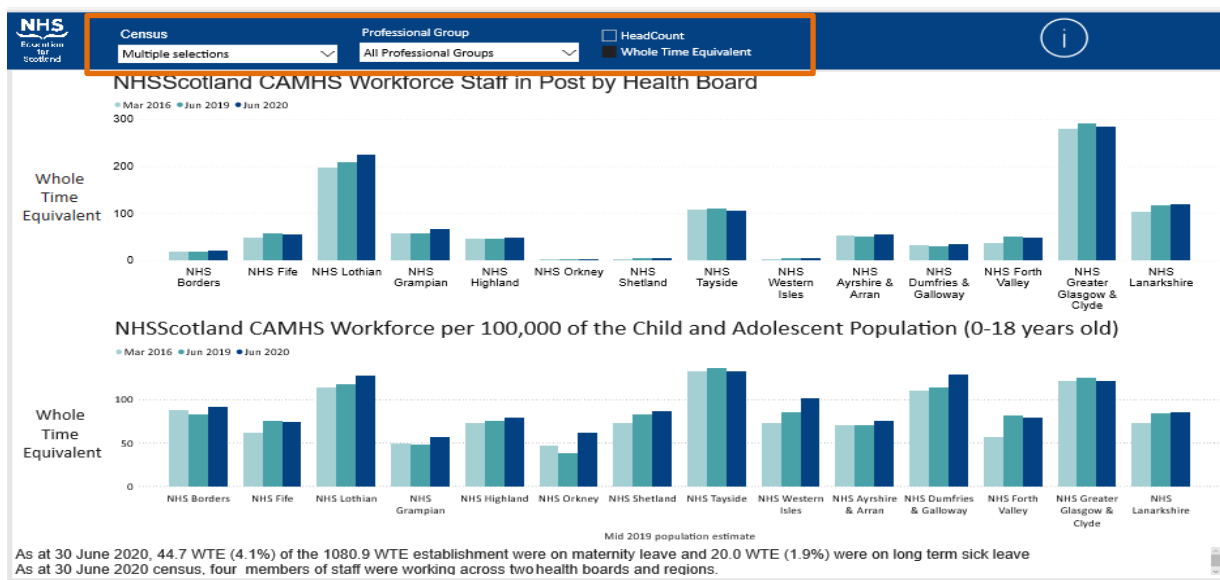
2.6 Grade

Shows the data for grade for Medical Professional Groups and AfC Bands for all other Professional groups. The census is set to compare three census dates including the current census date. Filters are provided to navigate data for Health Boards, Professional Groups, Whole Time Equivalent and Headcount. Footnotes for the current quarter are provided at the bottom panel.
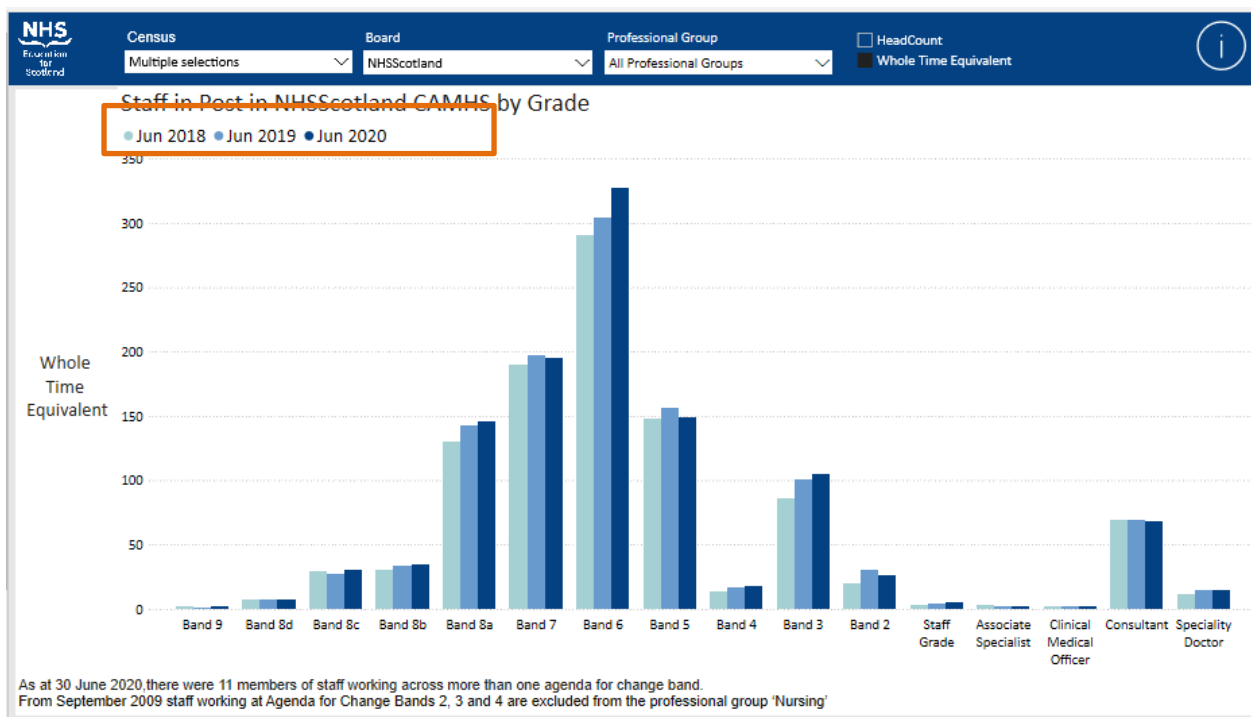
2.7 Contract Type

This tab includes Part time and Whole time posts. Filters are provided to navigate data for NHS Boards, Professional Groups and Headcount and Whole time equivalent. Hoovering over the chart will provide data for the relevant census year. Footnotes for the current quarter are provided at the bottom panel.
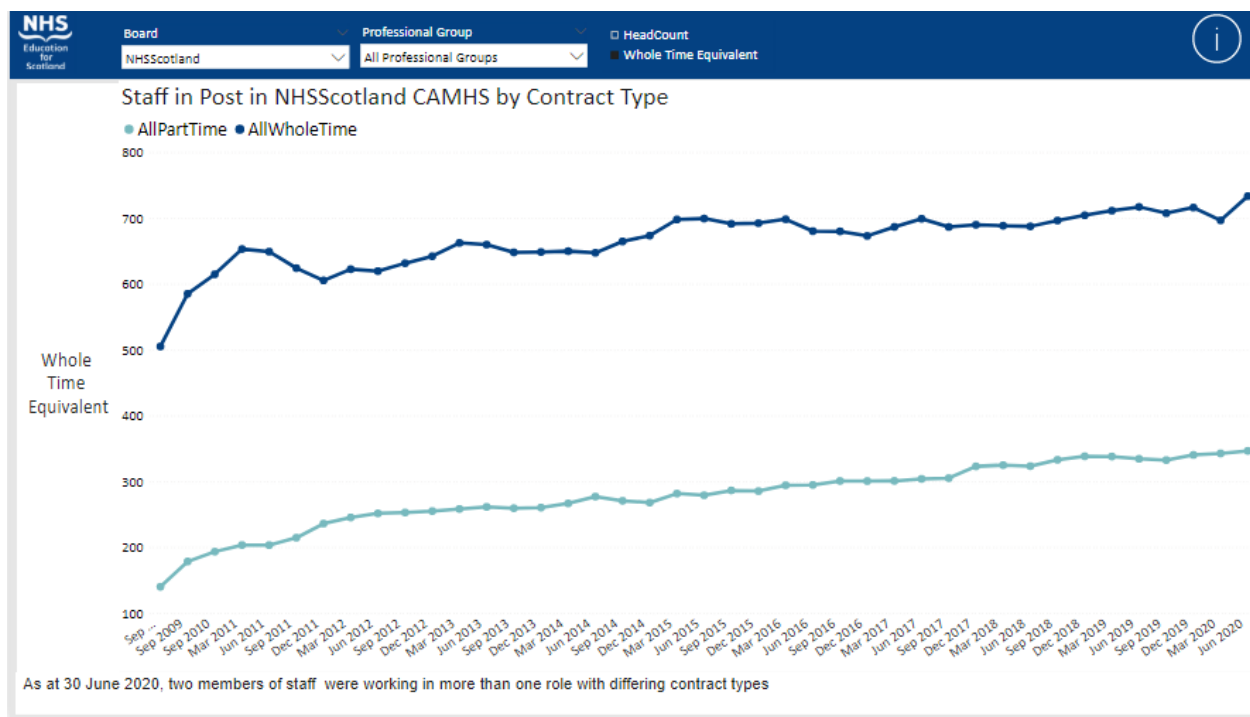
2.8 Contract Term

 Provides information on Fixed Term posts and Permanent posts. Hoovering over the chart will provide data for the relevant census year. Filters are provided to navigate data by NHS Boards, Professional Groups, Headcount and Whole Time Equivalent. Footnotes for the current quarter are provided at the bottom panel.

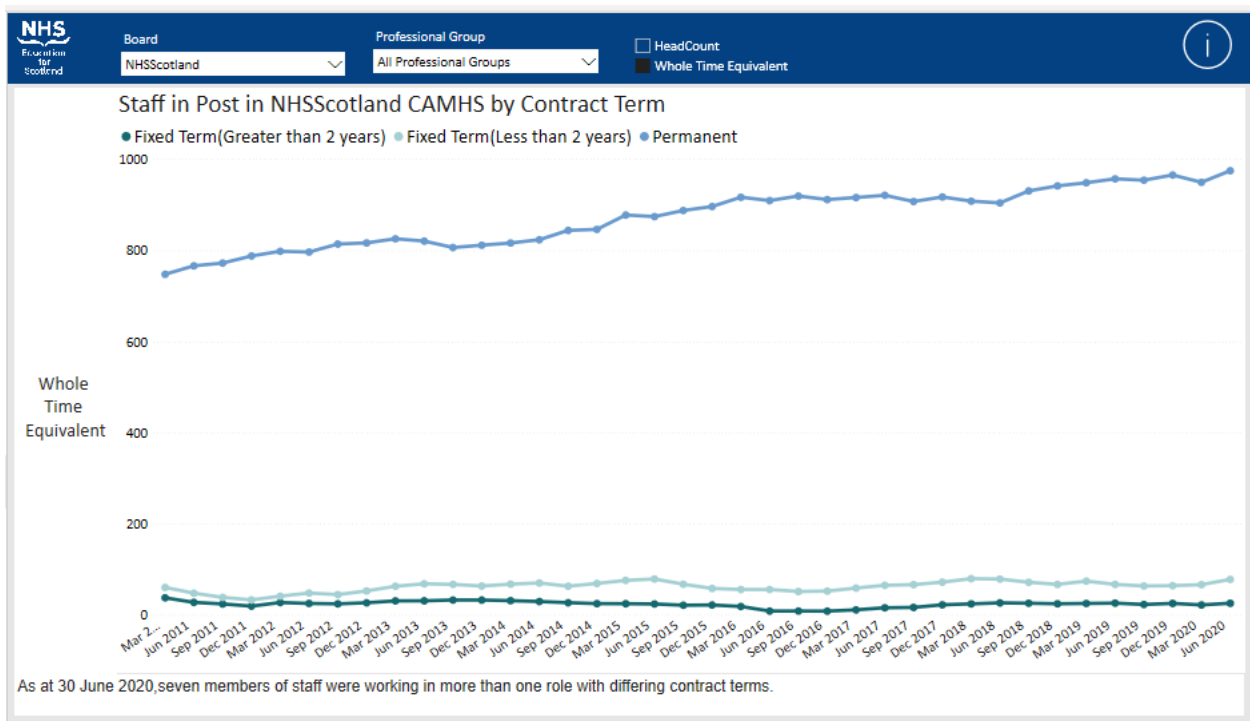As at 30 June 2020,seven members of staff were working in more than one role with differing contract terms.

2.9 Gender

Information on Male and Female staff are included in this tab with filters for Census, Board, Professional Groups, Headcount and Whole Time Equivalent. Two charts are provided where the first chart provides information based on boards and the second chart provides information on part time and whole time posts with the service where data for each data point is available by hoovering over the chart. Footnotes are provided at the bottom panel.

As at 30 June 2020,gender information was missing for eight members of staff. This is included in the total staff in post figures but not the gender breakdown data.
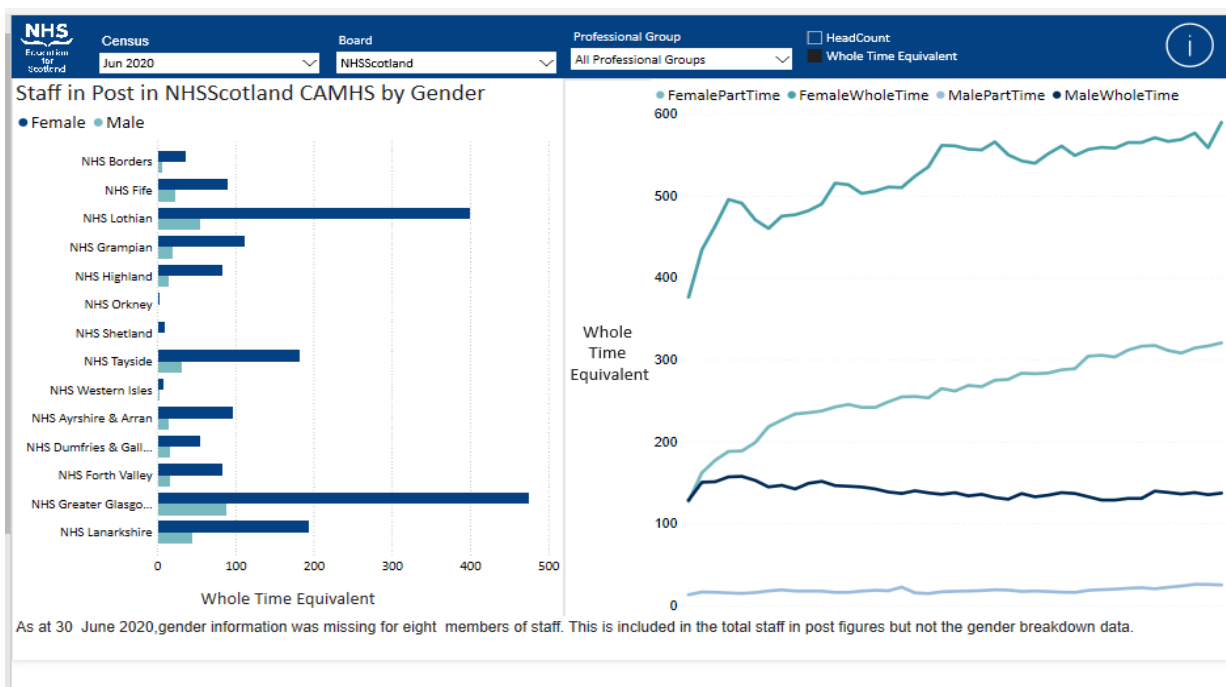
2.10 Target Age

Provides information on staff working across different Target ages. The census filter is set to select three census dates to aid in data comparison. This can be changed by selecting the filter triangle for Census and then selecting the required census dates. The data can be further navigated using filters for NHS Boards and Professional Groups. The data is provided as Whole Time Equivalent.

2.11 Area of Work

This section provides information on Area of Work within CAMHS services as Whole Time Equivalent. The data can be navigated to NHS Boards, Professional Groups and Area of Work using the filters provided. Data for relevant years can be obtained by hoovering over the chart.
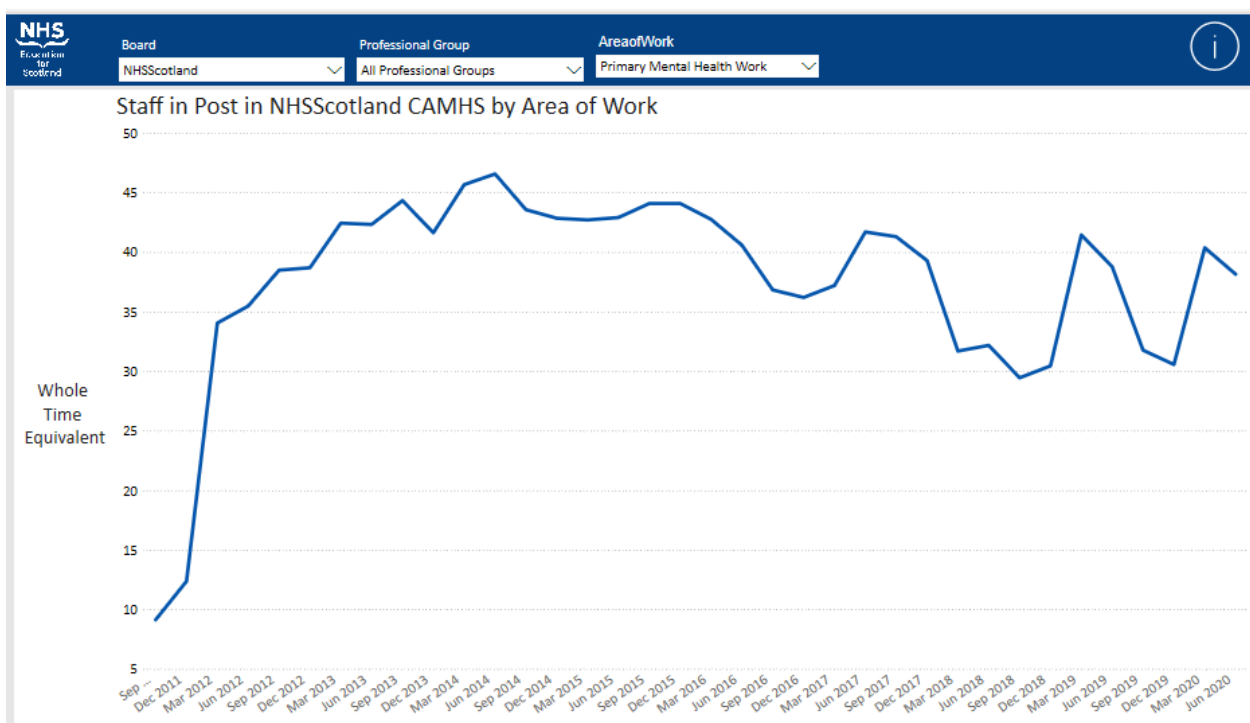
2.12 Vacancies

This tab provides information on vacancies with filters for Census, NHS Boards and Professional groups. Footnotes are provided at the bottom panel. The data is represented as Whole Tim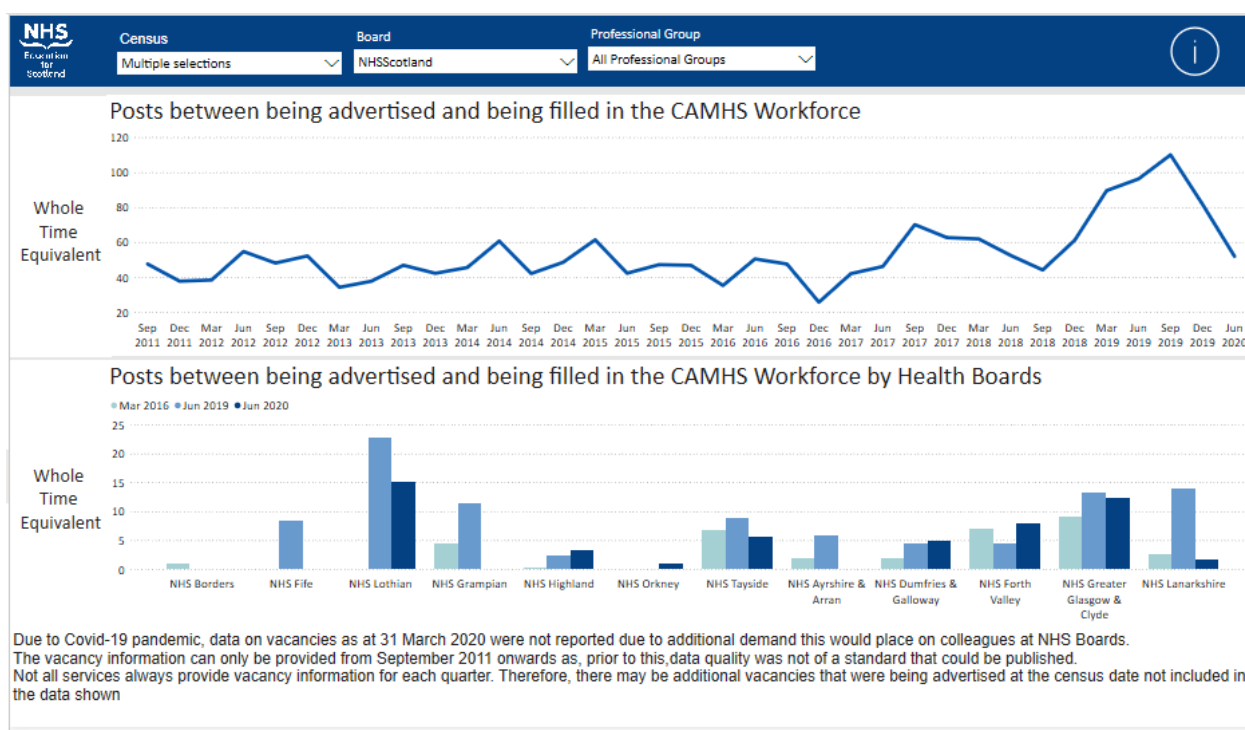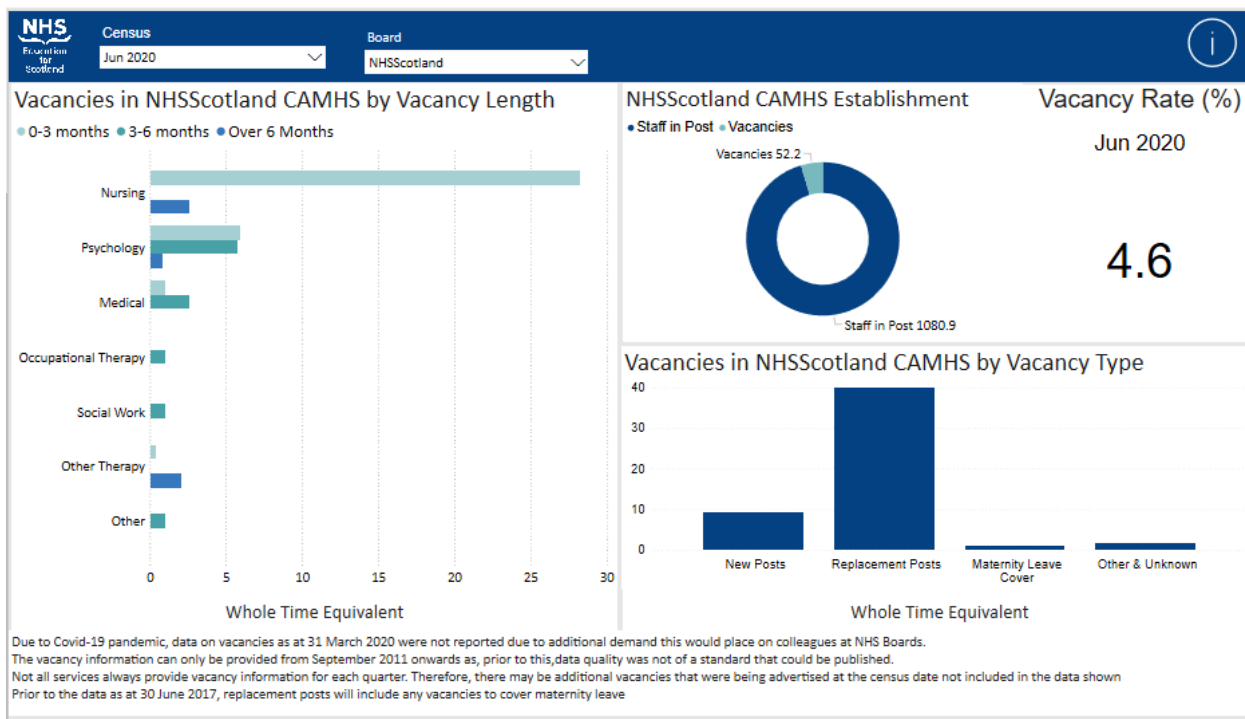e Equivalent. Due to Covid-19 pandemic, data on vacancies as at 31 March 2020 were not reported due to additional demand this would place on colleagues at NHS Boards. The data is shown as trend of vacancies from September 2011 census to the current census and by Health Boards with census dates set to compare between different census dates.

2.13 Vacancy (Vacancy Length, Vacancy Rate)

This tab provides information on vacancies with data on vacancy length, vacancy type, vacancy rate and establishment of NHSScotland CAMHS workforce with filters for Census, NHS Boards and Professional groups. Footnotes are provided at the bottom panel. The data is represented as Whole Time Equivalent. Due to Covid-19 pandemic, data on vacancies as at 31 March 2020 were not reported due to additional demand this would place on colleagues at NHS Boards. The data is shown as trend of vacancies from September 2011 census to the current census and by Health Boards with census dates set to compare between different census dates
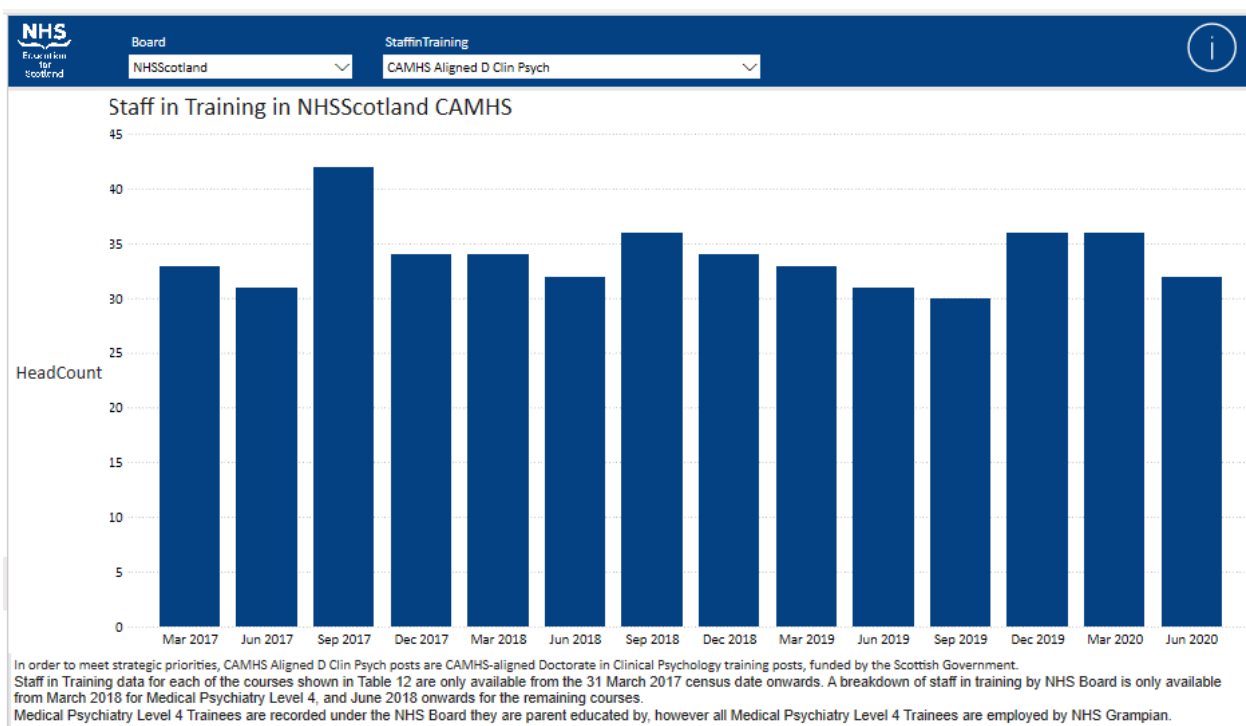
Due to Covid-19 pandemic, data on vacancies as at 31 March 2020 were not reported due to additional demand this would place on colleagues at NHS Boards.
The vacancy information can only be provided from September 2011 onwards as, prior to this,data quality was not of a standard that could be published.
Not all services always provide vacancy information for each quarter. Therefore, there may be additional vacancies that were being advertised at the census date not included in the data shown
Prior to the data as at 30 June 2017, replacement posts will include any vacancies to cover maternity leave

2.14 Staff in Training

This tab provides information on Staff in Training with filters for NHS Boards and Courses. Footnotes are provided at the bottom panel.

In order to meet strategic priorities, CAMHS Aligned D Clin Psych posts are CAMHS-aligned Doctorate in Clinical Psychology training posts, funded by the Scottish Government.
Staff in Training data for each of the courses shown in Table 12 are only available from the 31 March 2017 census date onwards. A breakdown of staff in training by NHS Board is only available from March 2018 for Medical Psychiatry Level 4, and June 2018 onwards for the remaining courses.
Medical Psychiatry Level 4 Trainees are recorded under the NHS Board they are parent educated by, however all Medical Psychiatry Level 4 Trainees are employed by NHS Grampian.

2.12   Employee Turnover

This tab provides information on Employee Turnover based on March census data from March 2006 census with filters for NHS Boards and Professional groups.
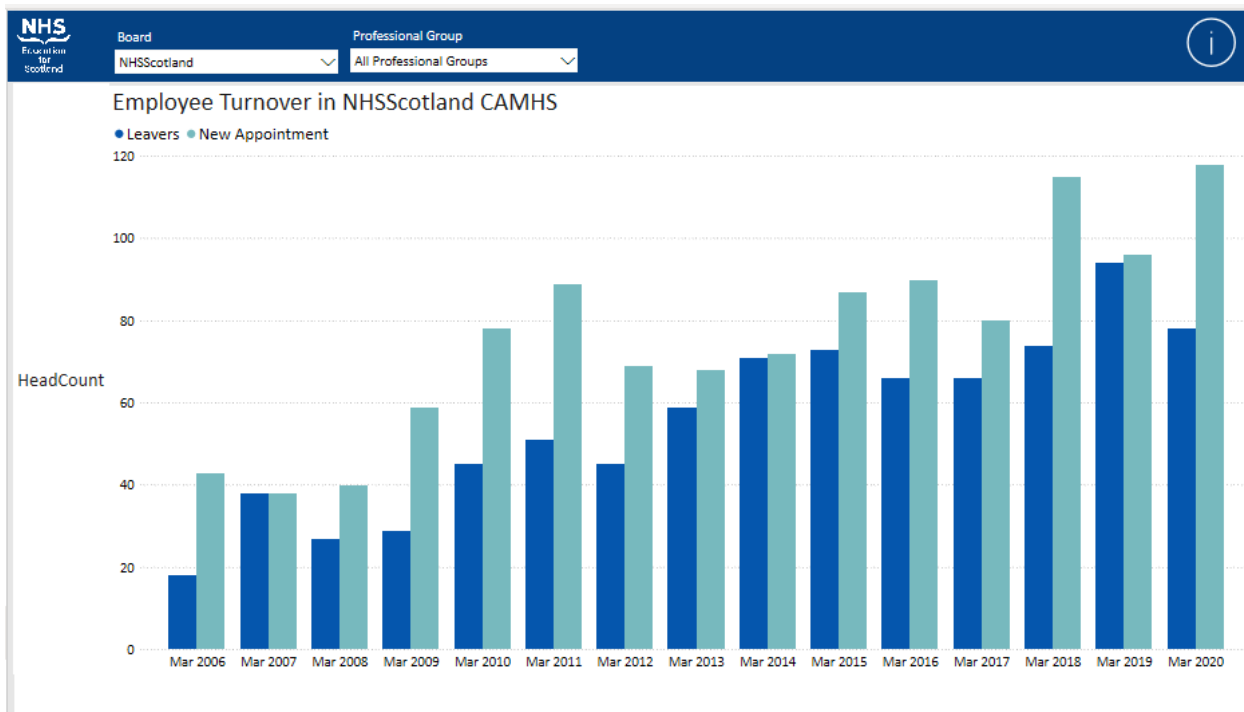
2.13   Service Age Provision

This section provides information on age provision for different health boards.

2.14   Other Age Provision

This tab provides information on other service provisions including Island Boards and other service level agreements within NHSScotland CAMHS.

3   Contact

For any further information, please contact:

datagroup@nes.scot.nhs.uk